

WAUKEGAN COMMUNITY UNIT SCHOOL DISTRICT 60
Administration's PACKAGE Proposal for Waukegan Psychologists
August 22, 2014

This document includes the most recent contract offer provided to the Waukegan Psychologists Union, Lake County Federation of Teachers Local 504, IFT-AFT/AFL-CIO. The contents therein are being submitted to meet the Illinois Education Labor Relations Board posting requirement. Please note that although the Union initiated the public posting process via a communication to the Illinois Education Labor Relations Board on September 2, 2014 District officials did not receive the communication until September 8, 2014.

Dr. Mary L. Lamping
Deputy Superintendent

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IV.A Evaluation, Consulting Psychologist and Remediation (New Language)

8. The complete Psychologist Evaluation Plan is attached as Appendix D, which was comprehensively modified and agreed to between the parties through bargaining during 2012 and 2013.

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V.B. School Term Work Year

The Psychologist work year shall be 200 days and shall typically begin five days before the Teachers report to work and end ~~five~~ three (3) days after the last student attendance day and no more than four (4) institute days. Beginning with the 2016-17 School Year the work year will be 199 days. Beginning with the 2017-18 School Year the work year will be 198 days.

However, the Union recognizes that the teacher work year and the student school year may change; therefore, following calendar approval for the next school year, the School Psychology Coordinator will review any changes and contact the Union within a reasonable time, but no later than the end the current school year, in order to assign a start and end date for Psychologists' for the next school year. In no case will the Psychologists' work year be longer than two hundred (200) days in 2013-14, 2014-15, and 2015-16. In no case will the Psychologists' work year be longer than one hundred ninety nine (199) days in 2016-17. In no case will the Psychologists' work year be longer than one hundred ninety eight (198) days in 2017-18, and thereafter.

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V.H Workspace

Lincoln Center will have a psychology conference room and shared workspace available for use of all psychologists. It will be the goal to provide Each Psychologists will be provided with a designated confidential workspace that includes a phone, door with a window, a computer with internet access, and ventilation in each of the buildings where he or she works, and an office at Lincoln Center that includes a lockable file cabinet. It is recognized that However, space is limited within the school system and psychologists may have to share their workspace with other staff and schedule duties accordingly. Additionally, it is recognized that problem-solving steps may need to be taken to support workspace allocation issues. Management The building administrator will make every effort to ensure that workspaces do not have unnecessary noise or other distractions. Additionally, the building administration will also make every effort to ensure that a space for confidential conversations, crisis management, counseling and student testing to take place is available as needed. ensure that a quiet, confidential space is available for student testing. Lincoln Center will have a psychology conference room and shared work space available for use of all psychologists.

The following procedures will be implemented in order to support the above language:

1. When psychologist placement letters are shared with building administrators in the spring prior to the upcoming school year, a note will be added that includes reference to the above contract language and allocation of work space for the building psychologist for the upcoming school year will be addressed.
2. At the beginning of the school year, each psychologist will complete a short document comprised of questions in relation to the workspace that they are provided by building administration. Should any issues arise upon receipt, the school psychology coordinator will make arrangements to meet with the building administrator to work to resolve these issues.
3. During the school year, the psychologists are directed to immediately share any workspace issues with the building administrator and school psychology coordinator so that steps can be taken to resolve any issues.

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Article VIII

A. Insurance

3. Health and Hospital and Major Medical Insurance

a. Single Coverage

The Board agrees to pay of the single premium for health, hospitalization and major medical insurance for all regularly employed Psychologists in Insurance Plan Year 2014. The Board agrees to pay one thousand dollars (\$1,000) toward family coverage for those regularly employed Psychologists enrolled in the Board's group plan. Beginning in Insurance Plan Year 2015, full-time employees that are enrolled in the District's single health care plans will contribute \$20.00 per pay (\$480 per year). Beginning in Insurance Plan Year 2016, full-time employees that are enrolled in the District's single health care plans will contribute \$25.00 per pay (\$600 per year). Beginning in Insurance Plan Year 2017, full-time employees that are enrolled in the District's single health care plans will contribute \$30.00 per pay (\$720 per year). Beginning in Insurance Plan Year 2018, full-time employees that are enrolled in the District's single health care plans will contribute \$35.00 per pay (\$840 per year).

b. Single Plus Child(ren), Single Plus Spouse, Single Plus Full Family

Furthermore regarding health, hospitalization and major medical insurance, Employees who wish to have their dependents insured shall pay a portion of the dependent Premium Cost through payroll deductions according to the following parameters, and as further illustrated in the charts below.

In calendar year 2014, Employees will pay towards the cost of the dependent care Premium Cost the Employee Contribution amount as set forth below in the chart under the heading "2014 Employee Contribution".

In calendar year 2015, Employees will pay towards the cost of the dependent care Premium Cost the 2014 Employee Contribution, plus thirty-five percent (35%) of the increase to the new 2015 Premium Cost, which will yield a new 2015 Employee Contribution amount. In the event there is no increase to the Premium Cost, the employee will pay last year's Employee Contribution.

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In calendar year 2016, Employees will pay towards the cost of the dependent care Premium Cost the 2015 Employee Contribution, plus thirty-five (35%) of the increase to the new 2016 Premium Cost, which will yield a new 2016 Employee Contribution amount. In the event there is no increase to the Premium Cost, the Employee will pay last year's Employee Contribution.

As an example, and assuming an eight percent (8%) increase per year to the Premium Cost in calendar years 2015 and 2016, an individual who takes HMO-Full Family will pay annually an Employee Contribution of \$8,330.64 in 2014; will pay annually an Employee Contribution of \$8,690.59 in 2015 ($\$8,330.64 + \$359.95 = \$8,690.59$); and will pay annually an Employee Contribution of \$9,079.33 in 2016 ($\$8,690.59 + \388.74).

Employees with ten (10) or more years of service in the Waukegan Public Schools and who retire, may at their own option and upon payment of the appropriate premium, continue to be covered under the Group Hospitalization and Medical Insurance Plan until such time as they become eligible for Medicare

b.c The Board will pay for the TRS HMO Plan for those Psychologists who retire with at least twenty-five (25) years of service in Waukegan for six (6) years, or until they are eligible for Medicare, whichever comes first. The Board will pay for the TRS Indemnity Plan for those Psychologists who retire with at least 30 years of experience in Waukegan for six years or until they are eligible for Medicare, whichever comes first.

~~c.d. If the District wants to consider increasing the employee contribution towards the insurance premium for single coverage or decrease the Board contribution towards the insurance premium for dependent coverage, the District shall give notice to the Union in order to schedule a meeting no later than June 1 of the upcoming calendar year. The parties shall discuss the reasons for the proposed changes but are under no obligation to negotiate or effectuate a change. If the Teachers Union changes single or family premiums, the parties will be obligated to reopen the issue of premiums for negotiations.~~

[Verify amounts and insert agreed upon table outlining premium costs and employee contributions.]

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A. Insurance

5. Insurance Changes

~~The Board and the Union agree that the final authority for changes in the coverage in medical and dental insurance shall be the Insurance Plan Board.~~ Insurance changes shall not diminish during the life of this agreement.

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A. Insurance

10. Insurance Plan Board

The Union shall have one (1) seat on the Insurance Plan Board. The Insurance Plan Board shall review the insurance program. The primary purpose of the committee is to oversee the insurance program. The Insurance Plan Board will review and consider information concerning carriers, investment income, claims paid, insurance reserves, stop loss limits, individual claim appeals, and other matters integral to the District's insurance program and its operations, including but not limited to premium costs. The Insurance Plan Board will make advisory recommendations on the foregoing matters to the Board of Education. In no case will the Insurance Plan Board infringe on or otherwise violate the terms of this agreement or the rights of the Union to negotiate, under the Illinois Educational Labor Relations Act, mandatory subjects of bargaining, including but not limited to all matters related to insurance benefits.

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Article VIII.D Tuition Reimbursement for Tenured Psychologists

Psychologists shall be reimbursed at the rate of one thousand five hundred dollars (\$1,500) ~~(\$1,000)~~ each year tuition for the successful completion of Psychology or other courses related to one's assigned duties from an accredited university or institution. If the tuition is less than one thousand five hundred dollars (\$1,500) submit the course to the ~~Executive Director~~ Associate Superintendent for Human Resources for pre-approval.

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Article VIII.E Tuition Reimbursement for Non-Tenured Psychologists

The Board shall pay up to one thousand five hundred (\$1,500) each year tuition for the successful completion of Psychology courses or other courses related to one's assigned duties from an accredited university or institution. If the tuition is less than one thousand five hundred dollars (\$1,500) the District will pay the complete cost of the class. The Psychologist must submit the course to the ~~Executive Director~~ Associate Superintendent for Human Resources for pre-approval. Psychologists that receive tuition reimbursement must remain in the District for an additional two (2) years after receipt of funds or repay the District the total amount granted.

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X.G. Duration

This Agreement shall be in effect as of July 1, ~~2010-2013~~, and shall remain in effect until June 30, ~~2013-2018~~. ~~For the 2011-2012 and 2012-2013 school years, all provisions remain in effect except for a salary re-opener in 2011-2012, for which 2011-2012 salaries will be negotiated in the Spring, 2011, and except for a salary re-opener in 2012-2013, for which 2012-2013 salaries will be negotiated in the Spring, 2012.~~

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- Y1 A .5% salary schedule adjustment, which equates to a total 4.0% raise (with step) over the previous year, for folks stepping into cells B-T. Slight rounding differences may exist with cell amounts.
- Y2 A .5% salary schedule adjustment, which equates to a total 4.0% raise (with step) over the previous year, for folks stepping into cells B-T. Slight rounding differences may exist with cell amounts.
- Y3 A .85% salary schedule adjustment, which equates to a total 4.35% raise (with step) over the previous year, for folks stepping into cells B-T. Slight rounding differences may exist with cell amounts.
- Y4 A .85% salary schedule adjustment, which equates to a total 4.35% raise (with step) over the previous year, for folks stepping into cells B-T. Slight rounding differences may exist with cell amounts.
- Y5 A .25% salary schedule adjustment, which equates to a total 3.75% raise (with step) over the previous year, for folks stepping into cells B-T. Slight rounding differences may exist with cell amounts.

Appendices A through C have been deleted and will be recreated at the both parties have agreed on a financial proposal.

Lane movement if earned will be granted.